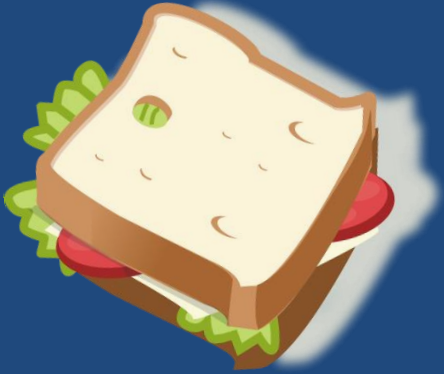


What labor market data do you use?

The bottom of the slide features a series of overlapping, wavy lines in various shades of blue, creating a dynamic, abstract pattern that flows across the width of the image.

# What do you do to prepare for lunch?



# What do you do to prepare for lunch?



Why?

# HOW TO PREPARE HEALTHY AND DELICIOUS LUNCHES

Rachael Tashbook, Economist  
Office of Economic Opportunity

# ~~HOW TO PREPARE HEALTHY AND DELICIOUS LUNCHES~~

Rachael Tashbook, Economist

Office of Economic Opportunity

**Healthy and Useful  
Economic Analysis for Business Services**

# AGENDA

## When gathering LMI for businesses...

- Introduction to OEO
- What labor market data is available
- Where does our data come from
  - The LMI Data Lifecycle
- How to put it together

# NOTE

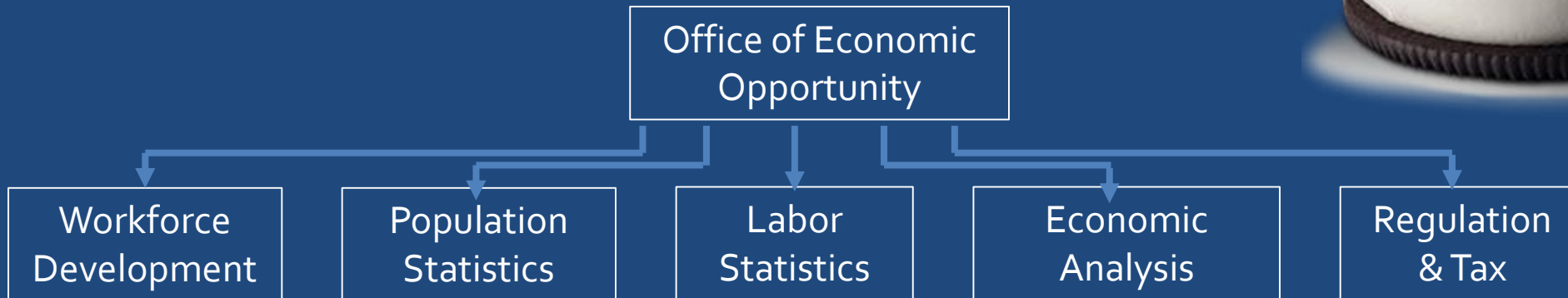


- LMI can't replace the specific information you know about particular businesses, their hiring practices, and what norms there are in the communities you work with.
- BUT LMI is important, however, in that it helps weed out biases, ensures accuracy, and will make you much more effective when working to manage and develop other resources.

# OEO

## Office of Economic Opportunity

- ▶ Designed to bridge the gap between workforce development initiatives and economic development priorities
- ▶ Economic Analysis team: strives to distribute labor market data and analysis to improve economic and employment conditions in the state.
- ▶ Primarily focus of research and training in employment data

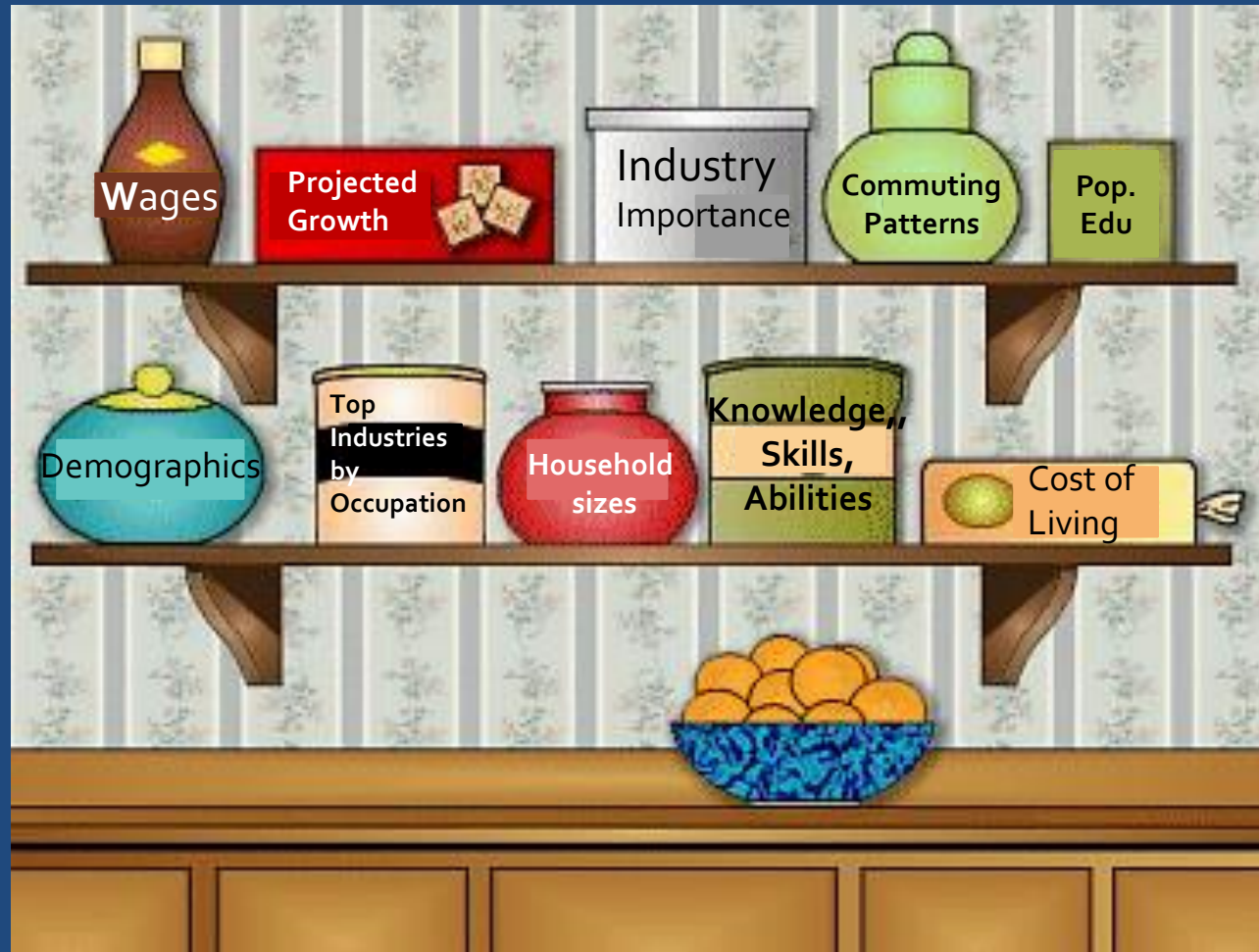


# WHAT DATA IS AVAILABLE?

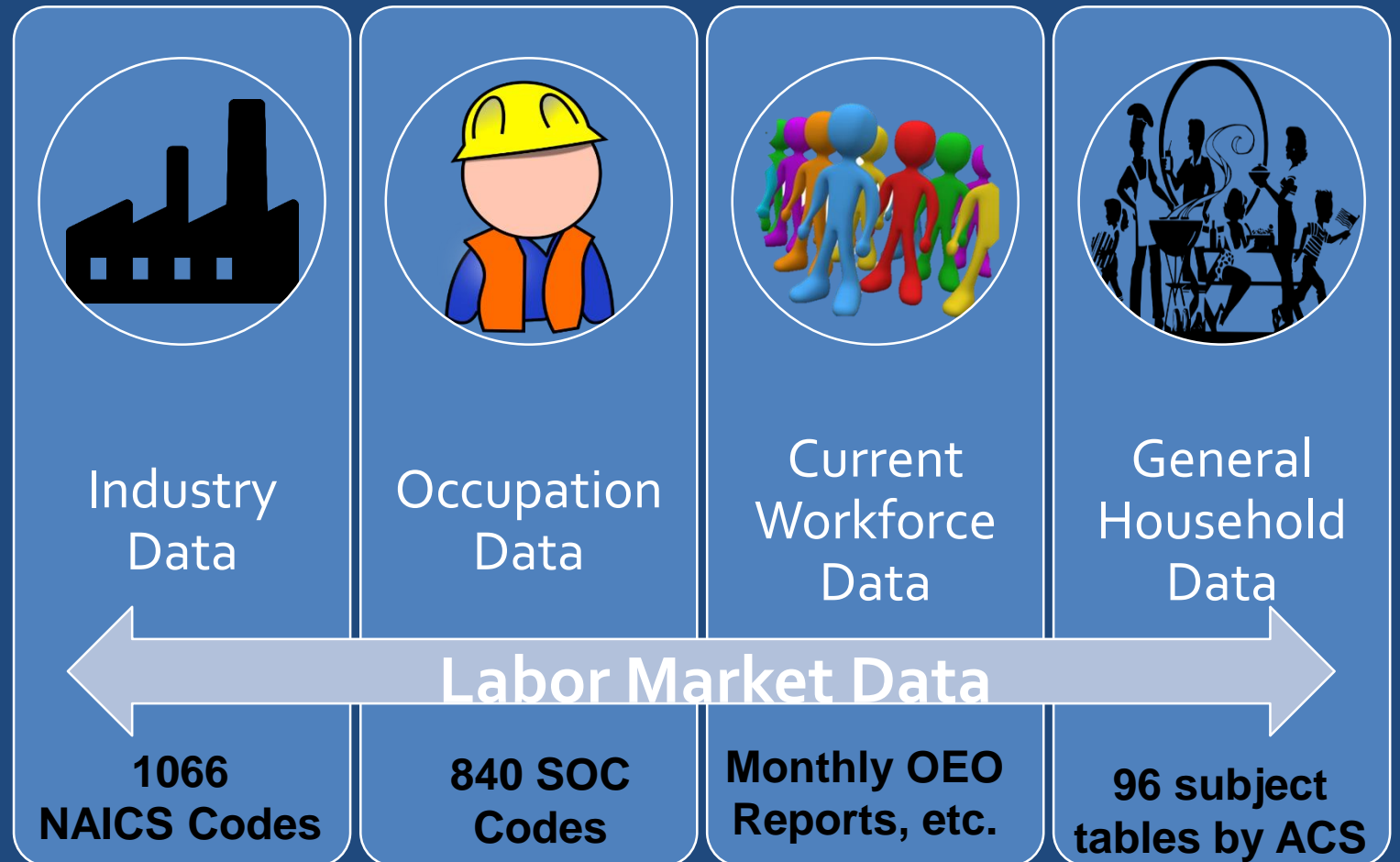
- Any ideas?

# WHAT DATA IS AVAILABLE?

- Our pantry of Labor Market Information includes all the data and analysis available relating to employment and the workforce.



# WHAT DATA IS AVAILABLE



# WHAT DATA IS AVAILABLE

## INDUSTRY DATA

Employment Share,  
Employment Projections,  
Unemployment Levels, etc.



Industry  
Data

**1066  
NAICS Codes**



Occupation  
Data

**840 SOC  
Codes**



Current  
Workforce  
Data

**Monthly OEO  
Reports, etc.**



General  
Household  
Data

**96 subject  
tables by ACS**

**Labor Market Data**

# WHAT DATA IS AVAILABLE

## OCCUPATION DATA

Wages, Knowledge / Skills / Abilities, Education & Experience Needed, etc.



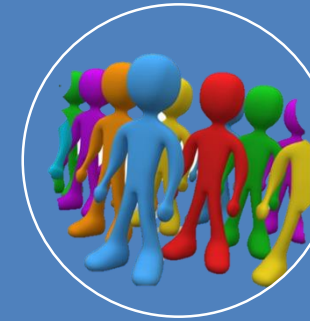
Industry  
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Current  
Workforce  
Data

**Monthly OEO  
Reports, etc.**



General  
Household  
Data

**96 subject  
tables by ACS**

**Labor Market Data**

# WHAT DATA IS AVAILABLE

## WORKFORCE DATA

Commuting Patterns, Income,  
Info on Displaced/Discouraged  
Workers, etc.



Industry  
Data

1066  
NAICS Codes



Occupation  
Data

840 SOC  
Codes



Current  
Workforce  
Data

Monthly OEO  
Reports, etc.



General  
Household  
Data

96 subject  
tables by ACS

**Labor Market Data**

# WHAT DATA IS AVAILABLE

## HOUSEHOLD DATA

Typical Household Makeup,  
Demographics, Household  
Income, Household Size, etc.



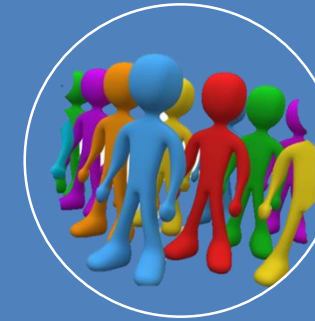
Industry  
Data

**1066  
NAICS Codes**



Occupation  
Data

**840 SOC  
Codes**



Current  
Workforce  
Data

**Monthly OEO  
Reports, etc.**



General  
Household  
Data

**96 subject  
tables by ACS**

**Labor Market Data**

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity

## **Industry and Occupation Employment Projections**

- 2-year and 10-year
- Identify anticipated job growth and needs in the short term and long term
- Available for industries and occupations
- Qualification information also provided (e.g. projected educational and skill needs)
- Can be used persuasively for business attraction/growth
  - “Our county is projected to see X% growth of this industry which provides Y support for your business”
- Also can be used for workforce strategic planning and business strategic planning
  - “We project that these occupations will require more workers in the next 10 years. Lets encourage/provide support for people to get education in those fields.”

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity  
**Employment Projections**

The screenshot shows the navigation menu of the Employment Projections website. At the top is a blue header bar with a home icon and four links: DATA BY TOPIC, DATA BY BLS PROGRAM, DATA BY REGION, and RESEARCH & ANALYSIS. Below this is a vertical sidebar with five buttons: EMPLOYMENT REPORTS, PROJECTIONS REPORTS (highlighted in blue), SPECIAL REPORTS, and PRESENTATIONS. The main content area is titled 'Projections Reports' and lists four categories of reports, each with a download icon and a link to a PDF report and a presentation.

**Projections Reports**

PROJECTIONS REPORTS

**Short-Term Occupation Projections Reports** *(Released on April 14th, 2016)*

[Presentation: 2015-2017 Occupation Projections \(PDF 576 KB\)](#)

**Long-Term Occupation Projections Reports** *(Released on October 25th, 2016)*

[Report: 2014-2024 Occupation Projections](#)

[Presentation: 2014-2024 Occupations Projections](#)

**Short-Term Industry Projections Reports** *(Released on Mar. 24th, 2016)*

[Report: 2015-2017 Industry Projections \(PDF 645 KB\)](#)

[Presentation: 2015-2017 Industry Projections \(PDF 1731 KB\)](#)

**2014-2024 Industry Projections Reports** *(Released on Oct. 25th, 2016)*

[Report: 2014-2024 Industry Projections](#)

[Presentation: 2014-2024 Industry Projections \(PDF 931 KB\)](#)

Data Source:  
[laborstats.az.gov/forecast-reports](http://laborstats.az.gov/forecast-reports)

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity

## **Growing and Declining Industries Report**

- Based on past 3 years of historic employment data
- Identifies top growing and declining industries for each county at a very detailed industry level (4-digit NAICS)
- Can be used to understand job movement so workers can either be encouraged into growing fields or cross trained so as to be successful in multiple roles

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity

## Growing and Declining Industries Report

The screenshot displays the LaborStats Arizona website interface. At the top, a navigation bar includes links for 'DATA BY TOPIC', 'DATA BY BLS PROGRAM', 'DATA BY REGION', 'RESEARCH & ANALYSIS', and 'TOOLS'. The 'RESEARCH & ANALYSIS' dropdown menu is open, showing options for 'EMPLOYMENT REPORTS', 'PROJECTIONS REPORTS', 'SPECIAL REPORTS' (which is highlighted in blue), and 'PRESENTATIONS'. On the main page, the 'Special Reports' section is active, featuring the title 'GROWING & DECLINING INDUSTRIES' and a sub-header 'Updated on Jul-29, 2016'. A descriptive paragraph states: 'The Growing and Declining Industries report contains data for Arizona statewide and by county. The report is based on the most available QCEW data and is not a forecast. See the notes page of the report for details on the methodology.' Below this text, two download links are provided: 'Growing & Declining Industries - Statewide & County Report (PDF 346.29 KB)' and 'Growing & Declining Industries - Statewide & County Report (XLSX 34.85 KB)'.

Data Source:  
[laborstats.az.gov/special-reports](http://laborstats.az.gov/special-reports)

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity

## **Existing and Emerging Industries and Occupations Report**

- Combines employment, wage and economic importance indicators to identify top industries
- Also highlights the top 5 occupations and top knowledge, skills, abilities and education requirements for each industry in the report
- Can be used to identify what types of businesses should be doing well, and which are anticipated to do well in the near future.
  - Example: If Business A is in an emerging industry, they might be more interested in getting help finding employees, hosting job fairs, etc.

# WHAT DATA IS AVAILABLE

Unique products created by the Office of Economic Opportunity

## Existing and Emerging Industries and Occupations

Data Source:

[laborstats.az.gov/special-reports](http://laborstats.az.gov/special-reports)

### Existing and Emerging Industries:

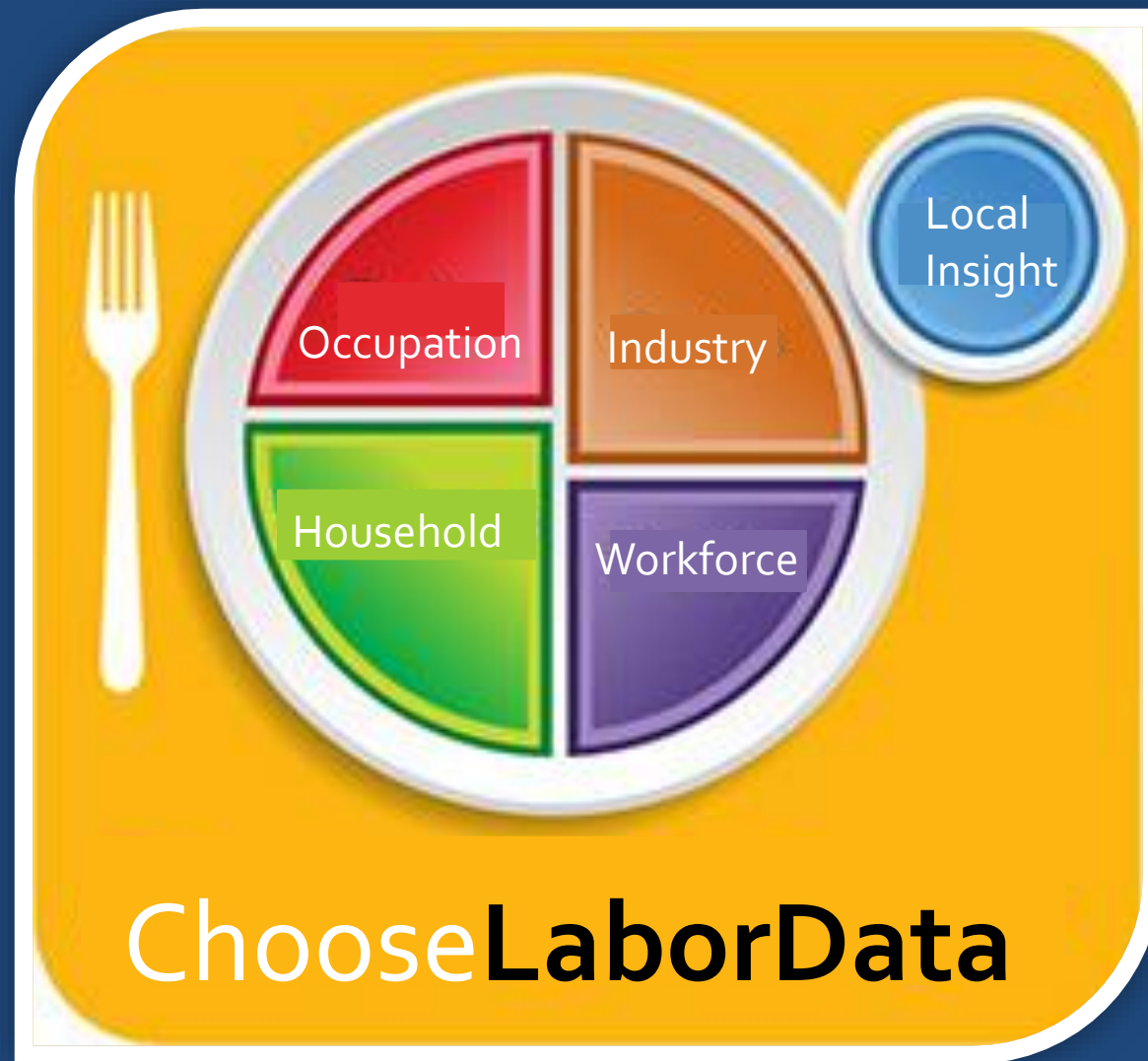
-  Apache County
-  Cochise County
-  Coconino County
-  Gila County
-  Graham County
-  Maricopa County
-  Mohave and La Paz County
-  Navajo County
-  Pima County
-  Pinal County
-  Santa Cruz County
-  Yavapai County
-  Yuma County

NAICS Title

NAICS 621 Ambulatory health care services

Occupation Rank	SOC Title
1	Physician assistants
2	Dental hygienists
3	Physical Therapists
4	Nurse practitioners
5	Medical and Health Services Managers

Minimum Education Level	Work Experience	On-the-Job Training
Master's degree	None	None
Associate's degree	None	None
Doctoral or professional degree	None	None



# EXAMPLE: EMPLOYEE RETENTION

If a business is struggling to retain employees, what are some LMI-related factors you could use to help determine potential causes/solutions?

What are some hasty assumptions the business might make that we should include data on as well?

# EXAMPLE: EMPLOYEE RETENTION

If a business is struggling to retain employees, what are some LMI-related factors you could use to help determine potential causes/solutions?

What are some hasty assumptions the business might make that we should include data on as well?

**Job growth**  
by industry in  
the nearby area(s)



**Wages** compared to same /  
similar occupations in area  
or nearby areas

**Overall compensation**  
compared to same/similar  
occupations in area or nearby

**"The Millennials"**  
look at employment changes by age to see if  
there is an actual generational trend

# EXAMPLE: EMPLOYEE RETENTION

If a business is struggling to retain employees, what are some lmi related factors you could use to help determine potential causes/solutions?

What are some hasty assumptions the business might make that we should include data on as well?

## Wages



Over the Year  
Growth



Average Wage  
by Occupation



Wage Ranges  
by Occupation



Average Wages / Cost  
of Living in Area



Wages by  
Industry /  
Seasonality

# EXAMPLE: EMPLOYEE RETENTION

If a business is struggling to retain employees, what are some lmi related factors you could use to help determine potential causes/solutions?

What are some hasty assumptions the business might make that we should include data on as well?

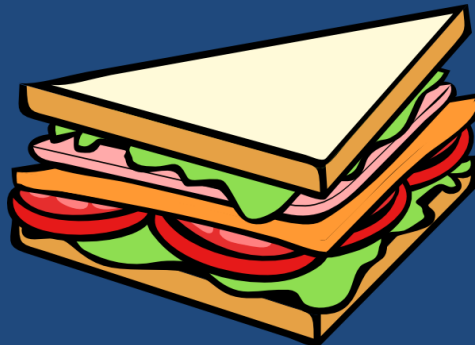
## LMI Package



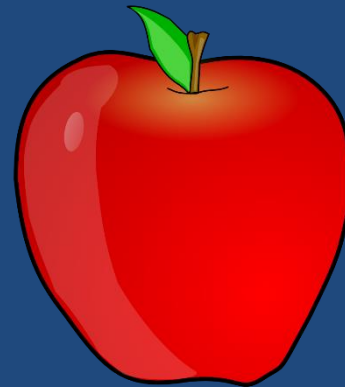
Over-the-Year  
Overall Industry  
Wage Growth



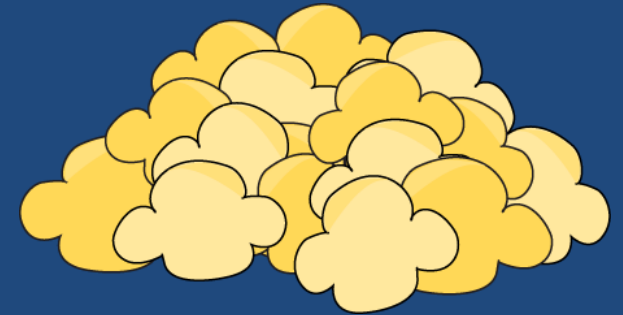
Average Wages / Cost  
of Living in Area



Training, Opportunities  
for Growth with  
Business



Typical Commute for  
Workers in County for  
the business's Industry



Age/Gender in Industry  
*(Is the firm hiring  
demographics similar to  
where they are based?)*

# WHERE DOES LMI COME FROM?



# WHERE DOES LMI COME FROM?



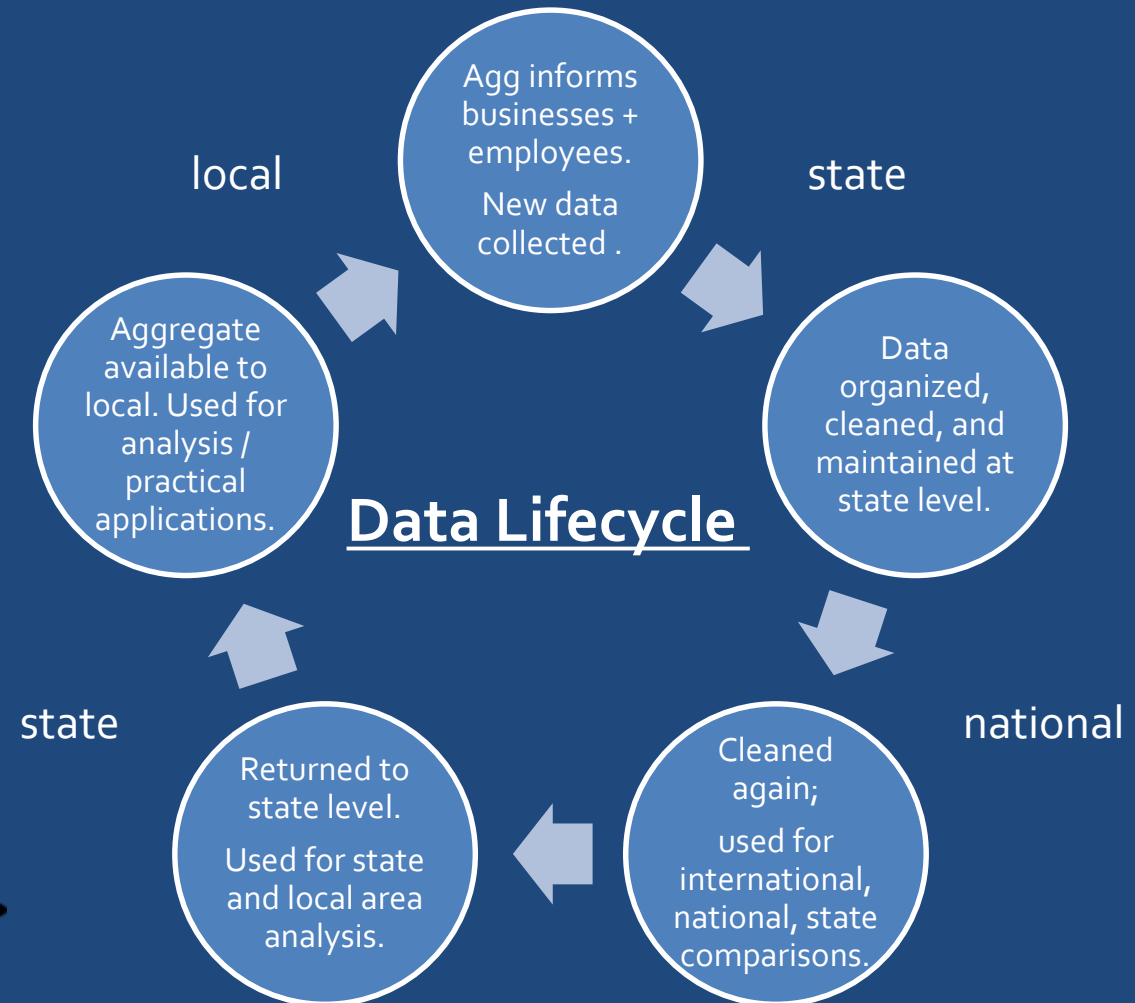
- Labor market information is compiled from a variety of sources:
  - Household Surveys (US Census American Community Survey)
  - Employer Surveys (US BLS Current Employment Survey)
  - Unemployment Files (AZ OEO Local Area Unemployment Survey)

# WHERE DOES LMI COME FROM?

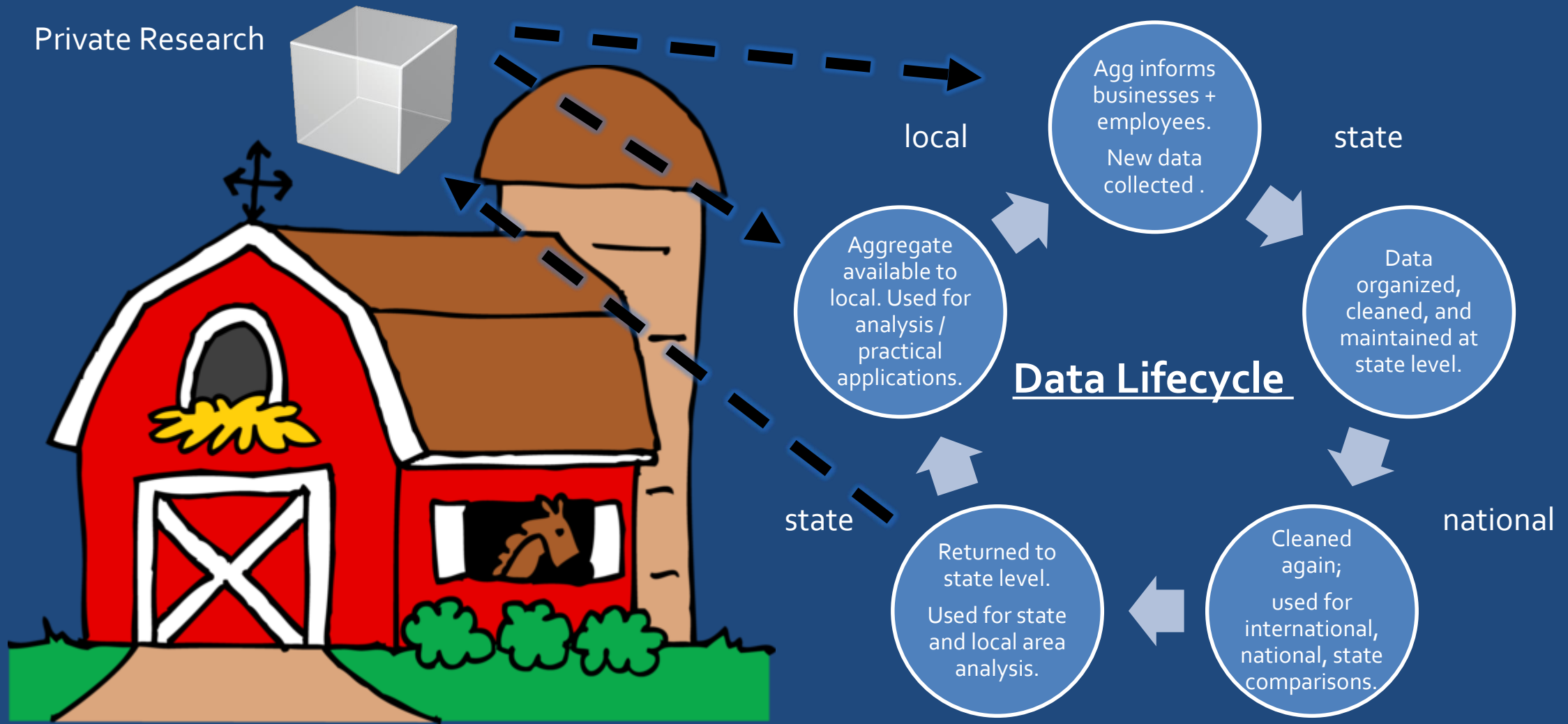


- Labor market information is compiled from a variety of sources:
  - Household Surveys (US Census American Community Survey)
  - Employer Surveys (US BLS Current Employment Survey)
  - Unemployment Files (AZ OEO Local Area Unemployment Survey)
- Labor market information is available at various rates
  - Daily (Wanted Analytics)
  - Monthly (Current Employment Statistics)
  - Quarterly (QCEW Employment)
  - Annually (OEO Projections)

# WHERE DOES LMI COME FROM?



# WHERE DOES LMI COME FROM?



# WHERE DOES LMI COME FROM?



## Why does this matter?

A) If you don't have access to private resources, it's still possible to do economic analysis and help businesses using data!

B) If you do have access to private sources, it's good to use a combination of sources so you can have the accuracy of the public data in addition to the potential insight the private source may have.

Just be aware of the **limitations** of all the sources you use.

## EXAMPLE: RAPID RESPONSE TO WARN LETTER

A business sends out a Warn Letter letting you know that they will be letting go of 55 employees. What sources could you use to quickly react and assist these clients?

# EXAMPLE: RAPID RESPONSE TO WARN LETTER

OOH HOME | OCCUPATION FINDER | OOH FAQ | OOH GLOSSARY | A-Z INDEX | OOH SITE MAP | EN ESPAÑOL

# OCCUPATIONAL OUTLOOK HANDBOOK

Summary

What They Do

Work Environment

How to Become One

Pay

Job Outlook

State & Area Data

**Similar Occupations**



More Info

Occ. Outlook Handbook  
<https://www.bls.gov/ooh/>  
Government Resource

Business and Financial >  
**Accountants and Auditors**

## Similar Occupations

This table shows a list of occupations with job duties that are similar to those of accountants and auditors.

	OCCUPATION	JOB DUTIES	ENTRY-LEVEL EDUCATION	2015 MED
	<a href="#">Financial Managers</a>	Financial managers are responsible for the financial health of an organization. They produce financial reports, direct investment activities, and develop strategies and plans for the long-term financial goals of their organization.	Bachelor's degree	\$117,990
	<a href="#">Top Executives</a>	Top executives devise strategies and policies to ensure that an organization meets its goals. They plan, direct, and coordinate operational activities of companies and organizations.	Bachelor's degree	\$102,690

## Top Hiring Industries

Accounting, tax preparation, bookkeeping, and payroll services	26%
Government	8
Finance and insurance	8
Management of companies and enterprises	7
Manufacturing	6

Education

Licenses, Certifications, and Registrations

Advancement

Important Qualities

# EXAMPLE: RAPID RESPONSE TO WARN LETTER

BLS Occupation Handbook  
<https://www.bls.gov/ooh/>  
Government Resource

Employment projections data for civil engineers, 2014-24

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24		Employment by Industry
				Percent	Numeric	
Civil engineers	17-2051	281,400	305,000	8	23,600	<a href="#">[XLSX]</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

Employment by industry, occupation, and percent distribution, 2014 and projected 2024

17-2051 Civil engineers

(Employment in thousands)

Industries with fewer than 50 jobs, confidential data, or poor quality data are not displayed

Industry			2014			2024			Percent change	Employment change	Industry type
Sort Order	Code	Title	Employment	Percent of industry	Percent of occupation	Employment	Percent of industry	Percent of occupation			
15	230000	Construction	25.9	0.4	9.2	28.9	0.4	9.5	11.3	2.9	Summary
16	236000	Construction of buildings	15.7	1.2	5.6	16.8	1.2	5.5	6.9	1.1	Summary
17	236100	Residential building construction	1.1	0.2	0.4	1.2	0.2	0.4	6.5	0.1	Line item
18	236200	Nonresidential building construction	14.6	2.1	5.2	15.6	2.1	5.1	7.0	1.0	Line item

Construction Hiring ↑  
Utilities Hiring ↓

Perhaps better success if hired by  
nonresidential building construction company

# EXAMPLE: RAPID RESPONSE TO WARN LETTER

**OFFICE OF EMPLOYMENT AND POPULATION STATISTICS** **Employer Database**

State:

Area:

Industry Sector:

Specific Industries:

- NAICS 238990 (909)
- NAICS 236115 New single-family general contractors (2613)
- NAICS 236117 New housing for-sale builders (1)
- NAICS 236118 Residential remodelers (813)
- NAICS 236210 Industrial building construction (22)**

Business Lookup Tool

Government Provided  
Private Resource

<http://azstats.gov/find-employer-data-query-tool/>

Employer Name	Address	City	Business Description	Employer Size	Annual Sales
Bob Duley Contracting	E Redfield Rd	Gilbert	Contractors-Industrial & Commercial	1-4	\$500,000 - \$999,999
Tes Contractors Inc	E Milton Dr	Cave Creek	General Contrs-Industrial Bldgs & Wrhse	1-4	\$500,000 - \$999,999
Grace By Design	W Opportunity Way # 107	Phoenix	Designers-Industrial	1-4	\$1 - 2.49 million

# EXAMPLE: RAPID RESPONSE TO WARN LETTER

OFFICE OF EMPLOYMENT & POPULATION STATISTICS

## Employer Database

State:

County:

Search by Name  Search by Industry

Industry Sector:

Specific Industries:

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PageSize:  22 items in 1 pages

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Business Lookup Tool  
Government Provided  
Private Resource

High sales and  
employee counts  
may indicate  
ability to take on  
more employees

Potential Employer?

Phoenix Analysis & Design Tech | S Research Dr # 110 | Tempe | Designers-Industrial | 20-49 | \$20 - 49.9 million

# EXAMPLE: RAPID RESPONSE TO WARN LETTER



**O\*NET OnLine**

[Help](#)

[Find Occupations](#)

[Advanced Search](#)

[Crosswalks](#)

## Summary Report for: 43-6012.00 - Legal Secretaries

[Tasks](#) | [Tools & Technology](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

### Related Occupations

[+](#) [-](#) 5 of 10 displayed

- 23-2011.00 [Paralegals and Legal Assistants](#)
- 43-3021.02 [Billing, Cost, and Rate Clerks](#)
- 43-3031.00 [Bookkeeping, Accounting, and Auditing Clerks](#) **Bright Outlook**
- 43-4161.00 [Human Resources Assistants, Except Payroll and Timekeeping](#)
- 43-6011.00 [Executive Secretaries and Executive Administrative Assistants](#)

[back to top](#)

O\*NET Online

Government Resource

<https://www.onetonline.org/>

# EXAMPLE: RAPID RESPONSE TO WARN LETTER



[View more skills >](#)

▼ **Top Job Titles** Find some commonly used job titles that match your requirements. ?

<b>Cook</b> 89 jobs with this title	<b>Range Steakhouse Cook</b> 21 jobs with this title
<b>Food Service Worker</b> 38 jobs with this title	<b>Prep Cook</b> 18 jobs with this title
<b>Buffet Cook</b> 35 jobs with this title	<b>Grill Cook</b> 10 jobs with this title
<b>Line Cook</b> 30 jobs with this title	<b>Assistant Cook</b> 9 jobs with this title
<b>Agave Cook</b> 22 jobs with this title	<b>Restaurant Team Member Crew Espaf</b> 6 jobs with this title

[View more Job Titles >](#)

▼ **Average Posting Period** How long you can expect to keep your posting online. ?

43  
days

Average posting duration of similar jobs matching your requirements.

▼ **Historical Hiring** Candidates that match your requirements could be working for these employers. ?

Employers found: 66

<b>CAESARS ENTERTAINMENT</b> 50 jobs	<b>Gila River Indian Community</b> 13 jobs
<b>Harrah's Ak-Chin Casino Resort</b> 29 jobs	<b>Sonic Drive-Ins</b> 12 jobs
<b>Banner Health</b> 29 jobs	<b>Carl's Jr.</b> 10 jobs
<b>Cracker Barrel</b> 28 jobs	<b>Hilton Worldwide</b> 10 jobs
<b>The GEO Group, Inc.</b>	<b>Chipotle</b>

Wanted Analytics

<https://www.wantedanalytics.com>

Private  
Resource

# EXAMPLE: RAPID RESPONSE TO WARN LETTER

Wanted Analytics  
<https://www.wantedanalytics.com>



The Conference Board Help Wanted OnLine®

## Job Postings for "Cook" in Maricopa County

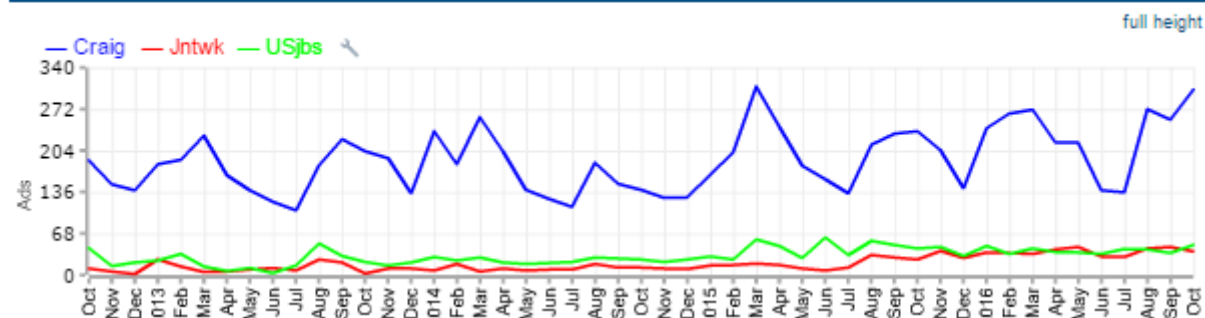
### ▼ Cities by Counties, MSAs

Phoenix-Mesa-Glendale	291
Maricopa County	291
Phoenix, AZ	139
Scottsdale, AZ	72
Tempe, AZ	18

### ▼ Sources

craigslist	217
JobNetwork	68
US.jobs	60
snagajob	46
CareerArc	42
Hcareers	31
Jobing	30
ZipRecruiter	27
Hospitality Jobs Online	23
JobMonkey	16
Job Vertise	15
Retirement Jobs	14
CareerBuilder	13
Monster	9
VetJobs	2
Internships	2
Unknown	2
Arizona DES on US.jobs	2
TAOnline	1
JobsOnTheMenu	1
Arizona Republic Phoenix, AZ on CareerBuilder	1
Regional Help Wanted	1
Employment Guide	1
Total (23)	624

### ▼ Monthly Source Volume (4Yr)



# EXAMPLE: RAPID RESPONSE TO WARN LETTER

- A business sends out a warn letter letting you know that they will be letting go of 55 employees. What sources could you use to quickly react and assist these clients?

<u>Public Data Tools</u>	<u>Private Data Tools</u>	<u>Network Connections; Inside Knowledge</u>
<b>Use BLS Occupation Handbook to see what industries hire the largest amount of the occupations being let go</b>  Specific Occupation Page → Job Outlook → Employment by Industry XLSX	Wanted Analytics provides information on what businesses have been putting out job ads by occupation/industry/certifications	Collaboration between business services team from DES, cities, and counties to see who knows business looking to fill those occupations
<b>Use OEO's Business Lookup tool to find all businesses in the area by industry</b>		When determined to be beneficial, use workforce training resources to help displaced workers increase skills
<b>Use O*NET / BLS Occupation Handbook to find other similar occupations</b>		

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Use O*NET / BLS Occupation Handbook to find other similar occupations		

# SUMMARY

- **There are lots of different types of data available**
  - Industry, Occupation, Workforce, Household, etc.
- **Data comes from many backgrounds**
  - Surveys, calculations, complete records, etc.
- **Data is available from different sources**
  - Private, government, private/public partnerships, etc.
- **Quality analysis & business assistance recognizes all of these differences and opportunities and utilizes them appropriately to obtain best results!**

# THANK YOU!

Contact me at [Rachael.Tashbook@oeo.az.gov](mailto:Rachael.Tashbook@oeo.az.gov)

# ADDITIONAL OEO UPDATE

## Regulatory Reform

- New initiative
- OEO is charged with systematically analyzing and collecting data related to the impacts of state regulation on businesses
- Current focus: administrative rules
- Future focuses: statutes, taxes, and competitor state comparisons
- Current administrative code is over 5,000 pages long, and the sheer size is a potential hurdle for businesses. Any direct input or requests for analysis of rules that impact businesses is a welcome referral to OEO.